

LTC15D168

Title: *University Teaching Fellowships*
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Issue

To update members on progress with the new University Teaching Fellowship scheme.

Recommendation

Recipients are invited to receive this report.

Resource Implications

There are no additional resource requirements arising from this report.

Risk Implications

None identified arising from this report.

Equality and Diversity

There are no issues identified arising from this report.

Timing of decisions

This report is for information only.

Further Information

The current scheme was approved by LTC on 13th May 2015: LTC14D190 - University Teaching Fellowships. The proposal to link the Excellence in Teaching Awards with the new scheme was approved by LTC on 24 June 2015 - LTC14D231 Excellence in Teaching Awards.

For further information please contact the Academic Director of Learning and Teaching Enhancement, Helena Gillespie, (x2974, h.gillespie@uea.ac.uk), Pedagogical Innovation ambassador, Professor Simon Lancaster (x 2009, s.lancaster@uea.ac.uk), or Director of Learning and Teaching Services, Dr Andrea Blanchflower (x2618, a.blanchflower@uea.ac.uk).

Background

The objective of the new scheme was to recognise excellence in teaching within the University, promote best practice in teaching and learning within the University and prepare University Teaching Fellows such that their applications for National Teaching Fellowships would be successful. The new style Excellence in teaching awards provide University Teaching Fellows with a modest award to spend on their professional development.

The scheme will need to be reviewed after three year in operation to evaluate success in achieving these objectives.

The scheme remains important since “recognition and reward schemes, including progression and promotion opportunities for staff based on teaching commitment and performance” feature in the proposed indicative list of additional evidence Universities can use in their TEF submissions.

Discussion

The new scheme was launched in the summer of 2015 with the aim of having a community of practice of nine University Teaching Fellows and all UEA National Teaching Fellows in steady state. Following a recruitment round in the early summer of 2015, six University Teaching Fellowships were awarded with effect from 1 August 2015.

- Dr. Gill Seyfang (Environmental Sciences)
recipient of the 2015 Sir Geoffrey and Lady Allen Prize for Excellence in Teaching
- Dr Laura Bowater (Norwich Medical School)
- Dr Robert Jenkins (Learning Enhancement Team)
- Dr Eylem Atakev (Film, Television and Media Studies)
- Dr Rebecca Westrup (School of Education and Lifelong Learning)
- Professor Kay Yeoman (Biological Sciences)

Recruitment was delayed in 2016 due to uncertainties with the HEA National Teaching Fellowship scheme but following the launch of the 2016 HEA scheme the process is now underway with the aim of recruiting three additional University Teaching Fellows. The deadline for applications is 27th June 2016.

As mentioned, the HEA have now launched their 2016 National Teaching Fellowship scheme and the University is able to submit three National Teaching Fellowship applications by the 28 July 2016 deadline. Work is underway to determine which candidates to put forward.

Consideration is also being given to a new award scheme being launched in 2016 by the HEA the Collaborative Award for Teaching Excellence (CATE). CATE is funded by HEFCE, HEFCW and the Department of Economy (DfE) Northern Ireland (now incorporating the responsibilities of DELNI). These awards aim to celebrate collaborative work in teaching and learning and look to capture the creative and innovative practice that positively impacts on the student experience. The first deadline in the process is 21 July 2016

Attachments

Details of the 2016 University Teaching Fellowship scheme are appended to this report.

University Teaching Fellowships 2016

Applications are sought from those with a passion for teaching and learning enhancement, innovation and excellence and who are seeking to make an outstanding contribution to the Learning and Teaching reputation of UEA and who have the potential for National Teaching Fellowship Scheme nomination.

As a University Teaching Fellow you will receive:

- a) mentoring in your development as a University Teaching Fellow
- b) support in preparing your applications for National Teaching Fellowship
- c) feedback, advice and guidance from a Community of Practice.

As a University Teaching Fellow you will be expected:

- a) to work towards achieving National Teaching Fellowship status by developing your knowledge and experience such that you can meet the NTFS criteria of individual excellence, raising the profile of excellence and developing excellence
- b) to contribute actively to a Community of Practice's activities:
 - i. in disseminating best practice and raising the profile of learning and teaching
 - ii. contributing to learning and teaching events and training courses
- c) to offer peer support and feedback to other members of the Community of Practice in furthering the aims of this group.
- d) to work with your mentor to review progress at least on an annual basis.

University Teaching Fellows together with any holders of national Teaching Fellowships, and the Academic Directors of Learning Enhancement and Taught Programmes form a community of practice which seeks to raise the profile of excellence and development of excellence in learning and teaching. The objectives of this group, which is led by the Academic Director of Learning Enhancement, are to:

- a) prepare colleagues for the National Teaching Fellowships Scheme
- b) disseminate best practice and raise the profile of learning and teaching
- c) contribute to learning and teaching events and training courses: this will include but is not limited to the University Learning and Teaching Day, the CSED 'Educational Exchanges' and CTEL activities
- d) maintain a presence on the Universities Excellence in Learning and Teaching website including personal profiles
- e) offer their expertise to the committees and working groups of the University.

University Teaching Fellowships will last for 3 years, or until National Teaching Fellowship status has been achieved. University Teaching Fellows who have yet to achieve National Teaching Fellowship at the end of their University fellowship are eligible to re-apply for a further award and their applications will be considered in competition with other applications received in that round.

Excellence in Teaching Awards

Excellence in Teaching Awards are made annually to support the personal and professional development of University Teaching Fellows. In addition, each year one Excellence in Teaching Award, made to a new University Teaching Fellow is funded by an

endowment from Sir Geoffrey and Lady Allen and is known as the Sir Geoffrey and Lady Allen Prize. The Sir Geoffrey and Lady Allen Prize will be awarded, by the recruitment and selection panel, to the University Teaching Fellow who best demonstrated in their application and interview that they met the selection criteria for the Fellowship award.

The 2016/17 Excellence in Teaching Awards will be valued at £750 and the 2015/16 Sir Geoffrey and Lady Allen Prize will be £1,000.

The funds associated with the Excellence in Teaching Awards and the Sir Geoffrey and Lady Allen Prize are to be used solely by University Teaching Fellows for their personal and professional development and are allocated to be spent during the financial year of the award. Unspent funds cannot be carried forward from one financial year to another. The value of the Excellence in Teaching Awards that are made in the second and third years of a University Teaching Fellowship are subject to change and the value will be confirmed no later than July each year for the following financial year.

How to apply

Applicants should hold or have held a UEA Excellence in Teaching Award and/or a UEA Teaching Fellowship grant or an equivalent award/grant from another University and/or a UUEAS Transforming Teaching Award.

Applications will take the form of a standard CV plus a statement of suitability which will include the following sections

- a) Background information (200 words)
- b) Individual Excellence (600 words)
- c) Raising the profile of teaching and learning (600 words)
- d) Developing Excellence (600 words)

Further detail on the requirements of each of these sections can be found in Appendix A.

Please discuss your application with your Head of School or Head of Division prior to submission to agree with them the level of support you will require to achieve a successful outcome from the University Teaching Fellowship, namely a National Teaching Fellowship award. A letter of support from your Head of School/ Director of Service is required as part of your application.

Please send your application to the Director of Learning & Teaching Services' Office c/o its.recruitment@uea.ac.uk no later than 27th June 2016.

Three University Fellowships are available. The selection of the University Teaching Fellows will be based on an evaluation of the application against the criteria provided and a short interview on 13th July 2016.

For an informal confidential discussion please contact the Academic Director of Learning Enhancement, Helena Gillespie (Tel: 01603 592974, h.gillespie@uea.ac.uk).

Attachments

Appendix A – University Teaching Fellowship Scheme selection criteria (and the National Teaching Fellowship criteria upon which they are based.)

University Teaching Fellowship Scheme (UTFS) Selection criteria

1. Background Information (200 words max.)

Provide any contextual information in support of your Fellowship claim. This could, for example, include your rationale for applying, your Teaching & Learning support philosophy, details of your current roles & responsibilities within the University. Examples in support of your application can be drawn from your work with undergraduate, taught postgraduate and postgraduate research students.

2. Individual excellence (600 words max.)

- Dedication to teaching and learning and/or its support either through contributions to taught programmes and/or the supervision of post graduate research degree candidates
- Stimulating and inspiring learning (e.g. teaching performance and module delivery evidenced by student evaluations and peer observation, creation of engaging materials, and facilitating personal, professional and skills development with post graduate research degree candidates)
- Recognising and supporting a diversity of student learning needs
- Willingness to adopt good practice and innovative approaches to teaching and learning and/or the support of teaching and learning.

3. Raising the profile of teaching and learning (600 words max.)

- Contributing to the development of colleagues in teaching and learning, including research supervision, and/or its support (e.g. contributions to School training events, leading local/institutional initiatives and investigations into new teaching and support approaches)
- Contributing to the development and understanding of teaching and learning and/or its support (e.g. through contributions to School, institutional and/or national initiatives, engagement with HEA and Subject Centres)
- Involvement in and/or leading teaching and learning initiatives or projects, (e.g. University Teaching Fellowships), JISC bids, Centres for Excellence in Teaching and Learning (CETL), Doctoral Training Partnerships etc.)
- Observed commitment to the dissemination of good practice in teaching and learning including research supervision (e.g. writing articles/papers for teaching and learning publications, leading/participating in teaching and learning workshops within and outside the University etc.)
- Affecting institutional, national or international strategy to enhance opportunities for postgraduate taught and/or research students.

4. Developing excellence (600 words max.)

- Commitment to individual professional development. From 2013-14 the expectation has been that applicants for the UTFS should be recognised at Descriptor 2 (or its equivalent) of the **UKPSF** and normally should be working towards Descriptor 3.
- Demonstration of a reflective approach to teaching and learning and/or teaching and learning support
- Awareness of teaching and learning initiatives both within the University and at a national level.

National Teaching Fellowship Scheme (NTFS) Selection criteria

All nominees for National Teaching Fellowships will be assessed on evidence provided in the core nomination documents in relation to each of the three criteria listed below:

Criterion 1: Individual excellence: evidence of enhancing and transforming the student learning experience commensurate with the individual's context and the opportunities afforded by it.

This may, for example, be demonstrated by providing evidence of:

- stimulating students' curiosity and interest in ways which inspire a commitment to learning;
- organising and presenting high quality resources in accessible, coherent and imaginative ways which in turn clearly enhance students' learning;
- recognising and actively supporting the full diversity of student learning needs;
- drawing upon the results of relevant research, scholarship and professional practice in ways which add value to teaching and students' learning;
- engaging with and contributing to the established literature or to the nominee's own evidence base for teaching and learning.

Criterion 2: Raising the profile of excellence: evidence of supporting colleagues and influencing support for student learning; demonstrating impact and engagement beyond the nominee's immediate academic or professional role.

This may, for example, be demonstrated by providing evidence of:

- making outstanding contributions to colleagues' professional development in relation to promoting and enhancing student learning;
- contributing to departmental/faculty/institutional/national initiatives to facilitate student learning;
- contributing to and/or supporting meaningful and positive change with respect to pedagogic practice, policy and/or procedure.

Criterion 3: Developing excellence: evidence of the nominee's commitment to her/his ongoing professional development with regard to teaching and learning and/or learning support.

This may, for example, be demonstrated by providing evidence of:

- on-going review and enhancement of individual professional practice;
- engaging in professional development activities which enhance the nominee's expertise in teaching and learning support;
- engaging in the review and enhancement of one's own professional and/or academic practice;
- specific contributions to significant improvements in the student learning experience.